

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA01/279

**TITLE:** Spicers Paper Employees Riverwood Enterprise Agreement 2001

**I.R.C. NO:** 2001/5814

**DATE APPROVED/COMMENCEMENT:** 18 September 2001/1 July 2001

**TERM:** 24 months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 12 October 2001

**DATE TERMINATED:**

**NUMBER OF PAGES:** 6

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees engaged at the company's site located at 82 Belmore Road, Riverwood NSW 2210

**PARTIES:** National Union of Workers, New South Wales Branch -&- Spicers Paper Limited

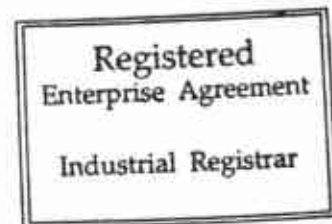
**SPICERS PAPER LIMITED EMPLOYEES  
RIVERWOOD ENTERPRISE AGREEMENT 2001**

**1. TITLE OF AGREEMENT:**

This agreement shall be known as the SPICERS PAPER EMPLOYEES RIVERWOOD ENTERPRISE AGREEMENT 2001.

**2. ARRANGEMENT:**

<i>Clause No</i>	<i>Clause</i>
1	Title of Agreement
2	Arrangement
3	Application and Parties Bound
4	Date and Period of Operation
5	Relationship to Parent Award
6	Objectives of the Agreement
7	No Disadvantage to Employees
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9	Not to be used as a Precedent
10	No Other Claims
11	Hours of Work
12	Rest Break
13	Shift Allowance
14	Overtime
15	Annual Leave
16	Sick Leave
17	Uniforms
18	Redundancy
19	Training
20	Probation (Three Months)
21	Wage Rates
22	Endorsement of the Agreement



**3. APPLICATION AND PARTIES BOUND:**

This agreement shall be binding on:

- i) Spicers Paper Limited (Spicers) situated at 82 Belmore Road, Riverwood NSW 2210.; and
- ii) Employees engaged at Spicers Paper Warehouse, 82 Belmore Road Riverwood NSW 2210, whether Union members or not; and
- iii) The National Union of Workers, NSW Branch (N.U.W.).

**4. DATE AND PERIOD OF OPERATION:**

This agreement shall operate and remain in force for a period of 24 months from the date of agreement being reached by the parties, backdated to 1<sup>st</sup> July 01 .

**5. RELATIONSHIP TO PARENT AWARDS:**

Where a matter is not covered by this agreement, then reference should be made to the relevant award, either the Storeman & Packers General (State) Award, or the Graphic Arts - General – Award 2000.

**6. OBJECTIVES OF THE AGREEMENT:**

The terms of this Agreement have been entered into by the employer and the employees in recognition of the need for continuous improvement of the Company's operation to assist Spicers Paper in improving its profitability, thereby ensuring the Company's long term future and providing job security for all employees by:

- 6.1 Continuous use of the consultative approach to improvement;
- 6.2 Commitment to training and development of all employees so as to provide appropriate skills to the position description as well as providing career improvement opportunities wherever possible;
- 6.3 The development and use of Key Performance Indicators (KPI's) to monitor productivity improvements;
- 6.4 These KPI's are to be used as a broad measure to gauge overall performance of the business with a view to pursuing consultative based improvement initiatives from a team perspective.
- 6.5 A full commitment by employees towards achieving the Company objectives, with particular focus given to meeting or exceeding customer requirements.

**7. NO DISADVANTAGE TO EMPLOYEES:**

This agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in national standards such as standard hours of work, annual leave or long service leave.

**8. DISPUTES SETTLEMENT PROCEDURE:**

Refer to clause 5 (DISPUTES POCEDURE) of the Storeman & Packers General (State) Award.



**9. NOT TO BE USED AS A PRECEDENT:**

The parties to this agreement commit to and agree that this agreement shall not be used as a precedent in any manner whatsoever to obtain similar or like arrangements in any other plant or enterprise.

**10. NO OTHER CLAIMS:**

It is a term of this agreement that the parties bound by this agreement commit to not pursue any other claims, including award or over award except when consistent with this agreement.

**11. HOURS OF WORK:**

11.1 The ordinary hours of work will be 38 per week to be worked in periods of 7.6 hours per day between the hours of 6 am and 6 pm Monday to Friday. However, by agreement the hours may be varied after consultation with the Union.

11.2 Spicers Paper will determine the starting and finishing times for work and will give a minimum of seven (7) days notice of any change.

11.3 Roster days (RDO's) are not taken at this site. Payment as compensation for the removal of the RDO's is included in employee's wage rates.

**12. REST BREAK:**

Employees are entitled to a fifteen (15) minute rest break in the first half of each shift at a time determined by Spicers Paper considering operational requirements of the business. No other paid breaks will be taken during normal working hours.

**13. SHIFT ALLOWANCE:**

13.1 An employee who works a fixed morning or afternoon shift which commences or ceases outside the span of hours as stated in clause 11 will receive a shift allowance of 20% of the rate for the employees classification for the ordinary hours worked on that shift.

13.2 The shift allowance is not paid to employees when they are absent, on annual leave or sick leave.



**14. OVERTIME:**

- 14.1 Any overtime worked Monday to Friday will be paid at the rate of time and a half for the first two hours then double time thereafter.
- 14.2 Work performed on a Saturday or Sunday will be paid at the rate of double time.
- 14.3 An employee who works overtime for more than one hour on any day or shift after the fixed ceasing time shall be paid on such day a meal allowance of \$7.90, unless notified on the previous day of the intention to work such overtime. Should an employee be notified of the intention to work overtime and then not be called upon to do so, then he/she will be paid the meal allowance.

**15. ANNUAL LEAVE:**

- 15.1 Employees are entitled to four weeks (20 working days) annual leave, excluding public holidays, for each year of completed service with Spicers Paper.
- 15.2 Leave is to be taken at a time mutually convenient to the company and the employee, with regard to the company's operational requirements.
- 15.3 The maximum period of notice will be provided by the parties for the giving and taking of annual leave however the company will take into consideration extenuating circumstances.
- 15.4 By agreement between the company and an employee, leave may be taken in advance of entitlement.
- 15.5 Spicers Paper may require an employee to take any accrued but untaken leave in excess of 20 days will be taken as directed. Each case is to be considered on its merits.

**16. SICK LEAVE:**

- 16.1 An employee is entitled to paid sick leave of five days in the first year of service and ten days in the following years.
- 16.2 An employee claiming sick leave must where practicable within one hour of the normal commencement of shift inform their manager/supervisor of their inability to attend work.
- 16.3 Spicers Paper may, in relation to any period of absence, subsequent to any other 2 day period of absence due to illness, require the employee to furnish evidence by way of a certificate from a registered medical practitioner, or a statutory declaration, stating the reason for the absence.

**17. UNIFORMS:**

Employees are provided with a uniform which must be worn at all times whilst on duty and maintained in a clean and tidy condition. Each employees wage contains a component to compensate for the cost of laundering uniforms.

**18. REDUNDANCY**

Refer to company policy.

**19. TRAINING:**

19.1 Formalised Induction to be mandatory.

19.2 Training needs to be identified through consultation with the employees against recognised skill sets so as to provide flexibility in the workplace through multi skilling.

19.3 All employees to be provided with the skills required to perform their work to the highest standards, thereby improving their career opportunities with the Spicers Group.

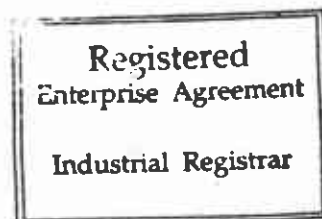
19.4 There will be complete flexibility with employees undertaking, as required, all tasks and duties for which they are appropriately trained and skilled.

**20. PROBATION (THREE MONTHS):**

20.1 An employee will initially be employed on probation for a period of three (3) months and notified accordingly in writing prior to the time of engagement;

20.2 Spicers Paper will complete an assessment with the employee prior to the expiration of the probationary period;

20.3 During this probationary period either party may terminate the employment by giving the other party one weeks notice of termination or payment in lieu thereof.



21. WAGE RATES:

SPICERS RIVERWOOD WAGE RATES:

Classification	1 <sup>st</sup> JULY 2001		1 <sup>st</sup> JULY 2002	
	Annual	Hourly	Annual	Hourly
a.m. Shift Grade 3 Storeperson	27,075	13.70	28,970	14.66
p.m. Shift Grade 3 Storeperson	27,677	14.00	29,614	14.99
Guillotine Operator	30,470	15.42	32,603	16.50
Guillotine Offsider	26,971	13.65	28,859	14.60
Sheeter Operator	32,720	16.56	35,010	17.72
Pallet Maker	29,013	14.68	31,044	15.71
Slitter Operator	33,705	17.08	36,064	18.27

22. ENDORSEMENT OF AGREEMENT:

Signature:

*[Handwritten Signature]*  
.....  
per F. BELAN

Print Name:

.....  
ANDREW JOSEPH  
per Mr Frank Belan O.A.M.  
State Secretary National Union of Workers  
N.S.W. Branch

Date: ..13/8/01.....

Signature:

*[Handwritten Signature]*  
.....

Print Name:

.....  
IAN WINTERS  
Mr. Ian Winters  
NSW ACT Regional Manager  
Spicers Paper

Date: .....25/07/01.....

*Certified 18 Sept 2001  
[Handwritten Signature]*

